

Exhibit A: Fee Schedule 2007

CONFLUENCE, Inc.

The following rates are effective for the duration of this contract:*

Principal:	\$115/hour
Sr. Scientist/Engineer – Project Manager:	\$90/hour
Scientist/Engineer:	\$85/hour
Jr. Scientist/Engineer:	\$80/hour
Sr. Technician:	\$70/hour
Technician/AutoCAD:	\$60/hour
Clerical/Bookkeeping:	\$40/hour
Labor:	\$35/hour
Travel:	Hourly rate
Mileage:	\$0.485/mile
Direct Costs:	10% markup on all direct costs and subcontracts

* These rates are subject to change upon written notice.